



DEPARTMENT OF  
HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT

## **2023 President's & Chancellor's Compensation Survey**

**April 2023**

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## **Public Four~Year Universities**

## 2023 President/Chancellor Compensation Survey

Name: Dr. La Tonia Collins Smith  
Institution: Harris-Stowe State University  
Phone: 314-340-3335  
Contact Person: Brian M. Huggins

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$200,000			\$290,000		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$6,874			\$9,948		
Long-term disability for self	\$288			\$302		
Deferred compensation						
Retirement benefit	\$47,020			\$76,357		
Other (please specify)						
Basic Life Insurance	\$198			\$198		
A D and D Insurance	\$19			\$19		
Total	\$254,399	\$0	\$0	\$376,824	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing				\$48,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Annuity				\$36,000		
TOTAL	\$0	\$0	\$0	\$84,000	\$0	\$0



## 2023 President/Chancellor Compensation Survey

Name: Dr. John Moseley  
Institution: Lincoln University  
Phone: 573-681-5073  
Contact Person: Jeff Barlow

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$250,000			\$250,000		
Medical/dental/vision insurance for self	\$8,281			\$9,386		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$1,000			\$1,000		
Deferred compensation						
Retirement benefit - MOSERS	\$58,775			\$65,825		
Other (please specify) - Basic Life	\$593			\$593		
<b>Total</b>	<b>\$318,648</b>	<b>\$0</b>	<b>\$0</b>	<b>\$326,803</b>	<b>\$0</b>	<b>\$0</b>
Additional life insurance	Value					
Annuity	Value					
	\$25,000					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$36,000			\$36,000		
Utilities	\$11,502			\$11,847		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	\$4,875			\$4,875		
Custodian, groundskeeper	\$21,710			\$21,710		
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$6,600			\$6,600		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships		\$9,254			\$9,254	
Other (please specify)						
<b>TOTAL</b>	<b>\$80,687</b>	<b>\$9,254</b>	<b>\$0</b>	<b>\$81,032</b>	<b>\$9,254</b>	<b>\$0</b>

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dean Van Galen  
Institution: Missouri Southern State University  
Phone: 417-625-9805  
Contact Person: Christina Means, Director of Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$270,000			\$275,000		
Medical/dental/vision insurance for self	\$8,874			\$8,177		
Medical/dental/vision insurance for spouse/family	\$2,619			\$3,365		
Long-term disability for self	\$238			\$260		
Deferred compensation						
Retirement benefit	\$58,046			\$71,663		
Other (please specify)						
Basic Life and ADD	\$208			\$227		
Total	\$339,985	\$0	\$0	\$358,692	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$25,000			\$35,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$15,000			\$25,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$4,887			\$5,112		
Other (please specify)						
TOTAL	\$44,887	\$0	\$0	\$65,112	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dennis Lancaster, Chancellor

Name: Dr. Dennis Lancaster, Interim Chancellor 7/1/2021-12/31/2021

Institution: Missouri State University

Phone: 417-836-3002

Contact Person: Kristin Bilyeu

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$146,856			\$166,400		
Medical/dental/vision insurance for self	\$4,899			\$5,236		
Medical/dental/vision insurance for spouse/family	\$4,899			\$5,236		
Long-term disability for self	\$161			\$200		
Deferred compensation						
Retirement benefit	\$36,642			\$48,553		
Other (please specify)						
Accidental Death & Dismemberment	\$23			\$26		
Basic Life	\$51			\$106		
Total	\$193,531	\$0	\$0	\$225,757	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$9,000			\$18,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$1,740			\$1,580		
Other (please specify)						
TOTAL	\$10,740	\$0	\$0	\$19,580	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Clif Smart, President  
Institution: Missouri State University  
Phone: 417-836-3002  
Contact Person: Kristin Bilyeu

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$391,400			\$407,056		
Medical/dental/vision insurance for self	\$4,889			\$5,399		
Medical/dental/vision insurance for spouse/family	\$4,889			\$4,994		
Long-term disability for self	\$319			\$240		
Deferred compensation						
Retirement benefit	\$71,338			\$82,368		
Other (please specify)						
Retention Payment (one-time)				\$25,000		\$25,000
Accidental Death & Dismemberment	\$56			\$47		
Basic Life Insurance	\$294			\$191		
Total	\$473,185	\$0	\$0	\$525,295	\$0	\$25,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$40,000			\$40,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$1,375	\$6,402		\$1,500	\$6,876	
Other (please specify)						
TOTAL	\$41,375	\$6,402	\$0	\$41,500	\$6,876	\$0

## 2023 President/Chancellor Compensation Survey

Name: Elizabeth Kennedy  
Institution: Missouri Western State University  
Phone: 816-271-4587  
Contact Person: Sara Freemyer, Director of Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$275,000			\$300,000		
Medical/dental/vision insurance for self	\$9,362			\$9,433		
Medical/dental/vision insurance for spouse/family	\$909			\$0		
Long-term disability for self	\$279			\$300		
Deferred compensation						
Retirement benefit	\$18,036			\$19,536		
Other (please specify) <i>Cellphone</i>	\$600		\$600	\$600		\$600
Total	\$304,186	\$0	\$600	\$329,869	\$0	\$600
Additional life insurance	Value					
	\$550,000					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$25,000			\$25,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$25,000	\$0	\$0	\$25,000	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: John Jasinski (FY22) / Interim President Clarence Green (FY23)  
Institution: Northwest Missouri State University  
Phone: 660-562-1129  
Contact Person: Brooke Hull

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$318,862	\$0		\$250,000	\$0	
Medical/dental/vision insurance for self	\$11,023	\$0	\$2,330	\$9,577	\$0	\$0
Medical/dental/vision insurance for spouse/family	\$20,035	\$0	\$5,890	\$0	\$0	
Long-term disability for self	\$332	\$0	\$0	\$332	\$0	\$0
Deferred compensation	\$20,000	\$0	\$20,000	\$0	\$0	
Retirement benefit	\$83,616	\$0	\$0	\$70,248	\$0	\$0
Other (please specify) Basic Life Insurance	\$578	\$0	\$246	\$284	\$0	\$0
Total	\$454,445	\$0	\$28,466	\$330,441	\$0	\$0
Additional life insurance	\$275,000					
Annuity	\$20,000					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$9,000			\$9,000
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$16,800			\$16,800		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships			\$1,500			
Other (please specify)						
TOTAL	\$16,800	\$0	\$10,500	\$16,800	\$0	\$9,000

## 2023 President/Chancellor Compensation Survey

Name: Carlos Vargas-Aburto  
Institution: Southeast Missouri State University  
Phone: (573) 986-6192  
Contact Person: Melissia Coffee

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$314,948			\$337,126		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
<b>Total</b>	<b>\$314,948</b>	<b>\$0</b>	<b>\$0</b>	<b>\$337,126</b>	<b>\$0</b>	<b>\$0</b>
Additional life insurance	Value					
Annuity	\$30,000					
Vacation Buy Back	\$12,114					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$30,000			\$30,000		
Utilities	\$3,645			\$3,700		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,074			\$7,074		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$723			\$800		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Grounds Maintenance	\$1,407	\$8,000		\$9,407		
Automobile Insurance	\$1,213			\$1,225		
<b>TOTAL</b>	<b>\$44,063</b>	<b>\$8,000</b>	<b>\$0</b>	<b>\$52,206</b>	<b>\$0</b>	<b>\$0</b>

## 2023 President/Chancellor Compensation Survey

Name: Dr. Susan L. Thomas, President  
Institution: Truman State University  
Phone: 660-785-7607  
Contact Person: Arletta Nelson, Assistant to the VP for Administration, Finance & Planning

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$270,030			\$274,965		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$11,358			\$11,358		
Long-term disability for self	\$210			\$210		
Deferred compensation	\$48,240		\$48,240	\$55,000		\$55,000
Retirement benefit	\$63,343			\$72,398		
Other (please specify): ADD	\$34			\$34		
Life Insurance	\$156			\$156		
FICA/Medicare	\$13,170			\$14,594		
Total	\$406,541	\$0	\$48,240	\$428,715	\$0	\$55,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$18,000			\$18,000
Utilities	\$9,655			\$11,613		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper	\$2,800			\$2,800		
Insurance for personal property	\$235			\$255		
Entertainment						
Automobile	\$3,666			\$3,831		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$1,281			\$1,620		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$17,637	\$0	\$18,000	\$20,119	\$0	\$18,000



## 2023 President/Chancellor Compensation Survey

Name: Roger Best  
Institution: University of Central Missouri  
Phone: 660-543-4406  
Contact Person: Lisa Miller

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$294,322			\$298,700		
Medical/dental/vision insurance for self	\$7,492			\$8,676		
Medical/dental/vision insurance for spouse/family	\$2,951			\$3,773		
Long-term disability for self	\$453			\$464		
Deferred compensation						
Retirement benefit	\$69,117			\$78,648		
Other (please specify)						
Car Allowance	\$12,000		\$12,000	\$12,000		\$12,000
Total	\$386,335	\$0	\$12,000	\$402,261	\$0	\$12,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment	\$0	\$267				
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development	\$6,703	\$0		\$9,651		
Expense for spouse/family to attend meetings	\$0	\$0				
Club/other memberships	\$75			\$75		
Other (please specify)						
TOTAL	\$6,778	\$267	\$0	\$9,726	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Mun Choi - President (3/1/2017 - present);

University of Missouri-Columbia Chancellor (4/14/2020 - present)

Name: DUAL ROLE

Institution: University of Missouri System

Phone: 573-882-4310

Contact Person: Mindy Allen - Lead Compensation Analyst

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures 7/1/2021 - 6/30/2022			FY 2023 Estimated Expenditures 7/1/2022 - 6/30/2023		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$675,000			\$775,000		
Medical/dental/vision insurance for self	\$5,709			\$5,714		
Medical/dental/vision insurance for spouse/family	\$12,106			\$12,885		
Long-term disability for self	\$204			\$204		
Deferred compensation	\$150,000		\$150,000	\$150,000		\$150,000
Retirement benefit	\$120,243		\$43,500	\$108,297		
Other (please specify)						
- <i>ER Paid Life Insurance</i>	\$549			\$638		
- <i>Retiree Health &amp; Welfare</i>	\$7,965			\$9,145		
Total	\$971,775	\$0	\$193,500	\$1,061,883	\$0	\$150,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	university provided			university provided		
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$0					
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)	\$17,868			\$17,868		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)						
- <i>ER Contribution to 401(a) (SRP)</i>				\$45,750		
TOTAL	\$17,868	\$0	\$0	\$63,618	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: C. Mauli Agrawal - Chancellor (6/20/2018 - present)  
 Institution: University of Missouri System  
 Phone: 573-882-4310  
 Contact Person: Mindy Allen - Lead Compensation Analyst

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures 7/1/2021 - 6/30/2022			FY 2023 Estimated Expenditures 7/1/2022 - 6/30/2023		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$417,496			\$435,000		
Medical/dental/vision insurance for self	\$4,797			\$4,802		
Medical/dental/vision insurance for spouse/family	\$5,897			\$6,028		
Long-term disability for self	\$204			\$204		
Deferred compensation	\$20,000		\$20,000	\$20,000		\$20,000
Retirement benefit	\$56,916			\$69,013		
Other (please specify)						
- <b>ER Paid Life Insurance</b>	\$230			\$242		
- <b>Retiree Health &amp; Welfare</b>	\$5,399			\$5,511		
Total	\$510,939	\$0	\$20,000	\$540,800	\$0	\$20,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$0					
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	Reported \$30,000 per contract. Actual paid \$40,000 due to payroll error from previous year.			\$30,000		
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile						
Automobile allowance (provided for private lease/purchase)	Reported \$15,000 per contract. Actual paid \$30,000 due to payroll error from previous year.			\$15,000		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)	\$0					
TOTAL	\$0	\$0	\$0	\$45,000	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Mohammad Dehghani - Chancellor (8/1/2019 - present)

Institution: University of Missouri System

Phone: 573-882-4310

Contact Person: Mindy Allen - Lead Compensation Analyst

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures 7/1/2021 - 6/30/2022			FY 2023 Estimated Expenditures 7/1/2022 - 6/30/2023		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$525,000			\$549,996		
Medical/dental/vision insurance for self	\$7,245			\$7,250		
Medical/dental/vision insurance for spouse/family	\$16,048			\$17,067		
Long-term disability for self	\$204			\$204		
Deferred compensation	\$85,000		\$85,000	\$85,000		\$85,000
Retirement benefit	\$60,675			\$79,199		
Other (please specify)						
- <i>ER Paid Life Insurance</i>	\$96			\$106		
- <i>Retiree Health &amp; Welfare</i>	\$5,900			\$6,490		
Total	\$700,168	\$0	\$85,000	\$745,312	\$0	\$85,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	university provided					
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$0					
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)	\$0					
	\$0					
TOTAL	\$15,000	\$0	\$0	\$15,000	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Kristin Sobolik - Chancellor (4/9/2020 - present)

Name: Interim ( 9/1/2019 - 4/8/2020)

Institution: University of Missouri System

Phone: 573-882-4310

Contact Person: Mindy Allen - Lead Compensation Analyst

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures 7/1/2021 - 6/30/2022			FY 2023 Estimated Expenditures 7/1/2022 - 6/30/2023		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$400,000			\$426,667		
Medical/dental/vision insurance for self	\$4,797			\$4,802		
Medical/dental/vision insurance for spouse/family	\$11,476			\$12,111		
Long-term disability for self	\$204			\$204		
Deferred compensation	\$20,000		\$20,000	\$20,000		\$20,000
Retirement benefit	\$51,107			\$64,690		
Other (please specify)						
- <i>ER Paid Life Insurance</i>	\$332			\$353		
- <i>Retiree Health &amp; Welfare</i>	\$4,720			\$5,035		
Total	\$492,636	\$0	\$20,000	\$533,862	\$0	\$20,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	university provided					
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$0					
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)	\$0					
- <i>ER Contribution to 401(a)</i>	\$0			\$0		
TOTAL	\$15,000	\$0	\$0	\$15,000	\$0	\$0

# Public Two-Year Colleges

## 2023 President/Chancellor Compensation Survey

Name: Dr. Katricia Pierson  
Institution: Crowder College  
Phone: 417-455-5675  
Contact Person: Cassie Hale

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$200,000			\$204,000		
Medical/dental/vision insurance for self	\$6,720			\$6,720		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$29,974			\$30,554		
Other (please specify)						
Total	\$236,694	\$0	\$0	\$241,274	\$0	\$0
Additional life insurance						
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify) <b>Teaching 1 credit hour class</b>	\$525			\$525		
TOTAL	\$525	\$0	\$0	\$525	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Revised 3/24/23

Name: Carl Jon Bauer  
 Institution: East Central College  
 Phone: 636-584-6501  
 Contact Person: Annette Moore (636-584-6704)

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$161,757			\$168,227		
Adjunct Pay				\$670		
Medical/dental/vision insurance for self	\$10,246			\$11,206		
Medical/dental/vision insurance for spouse/family	\$10,631		\$10,631	\$11,645		\$11,645
Long-term disability for self	\$258			\$258		
Deferred compensation						
Retirement benefit	\$24,940			\$26,176		
HSA Contribution	\$5,200		\$5,200	\$5,200		\$5,200
Auto Allowance	\$6,000		\$6,000	\$9,000		\$9,000
<b>Total</b>	<b>\$219,033</b>	<b>\$0</b>	<b>\$21,831</b>	<b>\$232,382</b>	<b>\$0</b>	<b>\$25,845</b>
Additional life insurance	Value					
\$200,000 ( additional \$150,000)	\$245					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$6,100			\$10,000	
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
<b>TOTAL</b>	<b>\$0</b>	<b>\$6,100</b>	<b>\$0</b>	<b>\$0</b>	<b>\$10,000</b>	<b>\$0</b>



## 2023 President/Chancellor Compensation Survey

Name: Dr. Dena McCaffrey, President  
Institution: Jefferson College  
Phone: (636)481-3120  
Contact Person: Daryl Gehbauer, Vice President Finance and Administration

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$172,975			\$179,525		
Medical/dental/vision insurance for self	\$9,590			\$9,396		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$220			\$220		
Deferred compensation	\$0			\$0		
Retirement benefit	\$26,695			\$27,627		
Other (please specify) QHDHP Contribution	\$1,536			\$1,608		
Life Insurance Board Paid	\$22			\$22		
Service Award	\$225			\$0		
Total	\$211,263	\$0	\$0	\$218,398	\$0	\$0
Additional life insurance	\$0					
Annuity	\$0					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$0			\$0		
Utilities	\$0			\$0		
Housing allowance (provided for private rent/lease/purchase)	\$0			\$0		
Housekeeper	\$0			\$0		
Custodian, groundskeeper	\$0			\$0		
Insurance for personal property	\$0			\$0		
Entertainment	\$0			\$0		
Automobile	\$0			\$0		
Automobile allowance (provided for private lease/purchase)	\$7,200			\$7,200		
Automobile repair/maintenance/mileage	\$0			\$0		
Professional development	\$0			\$0		
Expense for spouse/family to attend meetings	\$0			\$0		
Club/other memberships	\$0			\$0		
Other (please specify)	\$0			\$0		
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Kimberly Beatty - Chancellor  
Institution: Metropolitan Community College  
Phone: 816-604-1130  
Contact Person: Patricia Amick

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$303,365			\$375,000		
Medical/dental/vision insurance for self	\$11,128			\$12,024		
Medical/dental/vision insurance for spouse/family	\$5,404			\$6,549		
Long-term disability for self	\$1,092			\$1,037		
Deferred compensation						
Retirement benefit	\$45,602			\$56,046		
Other (please specify)						
403B	\$1,000			\$1,000		
Life Insurance	\$2,376		\$792	\$2,700		\$900
Total	\$369,967	\$0	\$792	\$454,356	\$0	\$900
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$4,779			\$3,600	
Automobile	\$12,000					
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$12,000	\$4,779	\$0	\$0	\$3,600	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Thomas Meyer - President of Blue River and Business & Technology Campuses  
Institution: Metropolitan Community College  
Phone: 816-604-1130  
Contact Person: Patricia Amick

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$166,460			\$180,508		
Medical/dental/vision insurance for self	\$11,128			\$12,024		
Medical/dental/vision insurance for spouse/family	\$0			\$6,549		
Long-term disability for self	\$588			\$519		
Deferred compensation						
Retirement benefit	\$25,750			\$27,844		
Other (please specify)						
403B	\$1,000			\$1,000		
Life Insurance	\$1,302		\$434	\$1,300		\$434
Total	\$206,228	\$0	\$434	\$229,744	\$0	\$434
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Kathrine Swanson - President of Longview  
Institution: Metropolitan Community College  
Phone: 816-604-1130  
Contact Person: Patricia Amick

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$181,330			\$188,583		
Medical/dental/vision insurance for self	\$9,045			\$9,765		
Medical/dental/vision insurance for spouse/family	\$751			\$751		
Long-term disability for self	\$672			\$518		
Deferred compensation						
Retirement benefit	\$31,887			\$33,117		
Other (please specify)						
403B	\$0			\$0		
Life Insurance	\$1,417		\$472	\$1,358		\$453
Total	\$225,102	\$0	\$472	\$234,092	\$0	\$453
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Larry Rideaux - President of Maple Woods  
Institution: Metropolitan Community College  
Phone: 816-604-1130  
Contact Person: Patricia Amick

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$173,565			\$180,508		
Medical/dental/vision insurance for self	\$11,128			\$12,024		
Medical/dental/vision insurance for spouse/family	\$5,404			\$6,428		
Long-term disability for self	\$630			\$519		
Deferred compensation						
Retirement benefit	\$26,781			\$27,844		
Other (please specify)						
403B	\$0			\$0		
Life Insurance	\$1,357		\$452	\$1,300		\$434
Total	\$218,865	\$0	\$452	\$228,623	\$0	\$434
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Tyjaun Lee - President of Penn Valley Campus  
Institution: Metropolitan Community College  
Phone: 816-604-1130  
Contact Person: Patricia Amick

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$182,477			\$189,776		
Medical/dental/vision insurance for self	\$10,067			\$10,874		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$672			\$519		
Deferred compensation						
Retirement benefit	\$28,109			\$29,188		
Other (please specify)						
403B	\$0			\$1,000		
Life Insurance	\$1,427		\$476	\$1,368		\$456
Total	\$222,752	\$0	\$476	\$232,725	\$0	\$456
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: DR JOSEPH GILGOUR  
Institution: MINERAL AREA COLLEGE  
Phone: 573-518-2188  
Contact Person: CRYSTAL COFFMAN

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$171,700			\$178,400		
Medical/dental/vision insurance for self	\$6,902			\$7,343		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$160			\$160		
Deferred compensation						
Retirement benefit	\$26,903			\$27,212		
Other (please specify):						
H.S.A. Contributions (Board Paid)	\$588			\$593		
Life Insurance (Board Paid)	\$124			\$124		
Bonus (x2)	\$7,346					
PTK Club Sponsor	\$0			\$4,000		
Total	\$213,723	\$0	\$0	\$217,833	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$12,000			\$12,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$12,000	\$0	\$0	\$12,000	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Jeffery C. Lashley  
Institution: Moberly Area Community College  
Phone: 660 263 4100 ext. 11274  
Contact Person: Susan Spencer

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$205,438			\$225,981		
Medical/dental/vision insurance for self	\$9,852		\$1,236	\$10,200		\$1,284
Medical/dental/vision insurance for spouse/family	\$16,224		\$13,967	\$16,788		\$14,452
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$31,217			\$34,246		
Other (please specify)						
Basic life \$20,000, ADD \$20,000	\$19			\$19		
<b>Total</b>	<b>\$262,750</b>	<b>\$0</b>	<b>\$15,203</b>	<b>\$287,235</b>	<b>\$0</b>	<b>\$15,736</b>
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$902			\$1,100		
<b>TOTAL</b>	<b>\$902</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,100</b>	<b>\$0</b>	<b>\$0</b>



## 2023 President/Chancellor Compensation Survey

Name: Dr. Lenny Klaver  
Institution: North Central Missouri College  
Phone: 660-359-3948  
Contact Person: Tyson Otto

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$164,720			\$171,309		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$6,770			\$7,926		
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,866			\$25,989		
Other (please specify)						
Life Insurance	\$83			\$58		
Total	\$196,439	\$0	\$0	\$205,282	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$1,200			\$1,200	
Automobile						
Automobile allowance (provided for private lease/purchase)	\$11,000			\$11,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$800			\$500		
Other (please specify)						
TOTAL	\$11,800	\$1,200	\$0	\$11,500	\$1,200	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Hal Higdon  
Institution: Ozarks Technical Community College  
Phone: 417-447-6643  
Contact Person: Drew Courtway

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$290,771			\$ 314,404		
Medical/dental/vision insurance for self	\$7,573			\$ 7,733		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$102			\$ 97		
Deferred compensation						
Retirement benefit	\$42,050			\$ 44,225		
Other (please specify)						
Group Term Life Insurance	\$87			\$ 72		
Health and Wellness Center	\$624			\$ 624		
403B	\$23,230		\$23,230	\$ 27,000		\$ 27,000
Additional life insurance	Value					
Annuity	Value					
Total	\$ 364,437	\$ -	\$ 23,230	\$ 394,155	\$ -	\$ 27,000

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$ 12,120			\$ 12,120		
Automobile repair/maintenance/mileage	\$ 471			\$ 1,923		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$ 12,591	\$ -	\$ -	\$ 14,043	\$ -	\$ -

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dusty Childress

Institution: Ozarks Technical Community College

Phone: 417-447-6643

Contact Person: Drew Courtway

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 132,600			\$ 137,904		
Medical/dental/vision insurance for self	\$ 7,573			\$ 7,733		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$ 97			\$ 97		
Deferred compensation						
Retirement benefit	\$ 20,325			\$ 21,117		
Other (please specify)						
Group Term Life Insurance	\$ 72			\$ 72		
Health and Wellness Center	\$ 624			\$ 624		
403B						
Additional life insurance	Value					
Annuity	Value					
Total	\$ 161,291	\$ -	\$ 23,230	\$ 167,548	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$4,268			\$5,651		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$4,268	\$0	\$0	\$5,651	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Cliff Davis  
Institution: Ozarks Technical Community College  
Phone: 417-447-6643  
Contact Person: Drew Courtway

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 147,357			\$ 153,251		
Medical/dental/vision insurance for self	\$ 7,573			\$ 7,733		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$ 97			\$ 97		
Deferred compensation						
Retirement benefit	\$ 22,465			\$ 23,343		
Other (please specify)						
Group Term Life Insurance	\$ 72			\$ 72		
Health and Wellness Center	\$ 624			\$ 624		
403B						
Additional life insurance	Value					
Annuity	Value					
Total	\$ 178,188	\$ -	\$ 23,230	\$ 185,120	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$2,337			\$4,587		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,337	\$0	\$0	\$4,587	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Robert Griffith  
 Institution: Ozarks Technical Community College  
 Phone: 417-447-6643  
 Contact Person: Drew Courtway

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 135,660			\$ 137,904		
Medical/dental/vision insurance for self	\$ 7,573			\$ 7,733		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$ 97			\$ 97		
Deferred compensation						
Retirement benefit	\$ 20,769			\$ 21,117		
Other (please specify)						
Group Term Life Insurance	\$ 72			\$ 72		
Health and Wellness Center	\$ 624			\$ 624		
403B						
Additional life insurance	Value					
Annuity	Value					
Total	\$ 164,795	\$ -	\$ 23,230	\$ 167,548	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$2,577			\$3,635		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,577	\$0	\$0	\$3,635	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Barbara Kavalier  
Institution: St. Charles Community College  
Phone: 636-922-8000  
Contact Person: Jessica Trimborn

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$268,675			\$278,392		
Medical/dental/vision insurance for self	\$12,630		\$4,401	\$14,244		\$5,630
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$831		\$831	\$900		\$900
Deferred compensation	\$2,154		\$2,154	\$14,000		\$14,000
Retirement benefit	\$39,970			\$41,759		
Other (please specify)						
Total	\$324,259	\$0	\$7,386	\$349,295	\$0	\$20,530
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$12,000			\$12,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Business Allowance	\$2,400			\$2,400		
TOTAL	\$14,400	\$0	\$0	\$14,400	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Jeff L. Pittman, Chancellor  
Institution: St. Louis Community College  
Phone: 314-539-5208  
Contact Person: Rose Ervin, Payroll Supervisor

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$304,281			\$343,000		
Medical/dental/vision insurance for self	\$3,993			\$3,993		
Medical/dental/vision insurance for spouse/family	\$4,796			\$4,796		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit						
Other (please specify) 403B	\$24,000		\$24,000	\$24,000		\$24,000
Total	\$337,312	\$0	\$24,000	\$376,031	\$0	\$24,000
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$24,000			\$24,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$11,100			\$11,100		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$8,992			\$4,274		
Other (please specify)						
TOTAL	\$44,092	\$0	\$0	\$39,374	\$0	\$0

## 2022 President's/Chancellor's Compensation Survey

Name: Elizabeth Perkins, Campus President Flo Valley  
Institution: St. Louis Community College  
Phone: 314-539-5208  
Contact Person: Rose Ervin, Payroll Supervisor

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$161,616			\$173,939		
Medical/dental/vision insurance for self	\$9,318			\$9,318		
Medical/dental/vision insurance for spouse/family	\$7,056			\$7,056		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$24,785			\$26,572		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$203,016	\$0	\$0	\$217,127	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2021 Actual Expenditures			FY 2022 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0



## 2022 President's/Chancellor's Compensation Survey

Name: Julie Fickas, Campus President, Forest Park  
Institution: St. Louis Community College  
Phone: 314-539-5208  
Contact Person: Rose Ervin, Payroll Supervisor

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$158,620			\$170,715		
Medical/dental/vision insurance for self	\$9,367			\$9,367		
Medical/dental/vision insurance for spouse/family	\$7,300			\$7,300		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$24,358			\$26,112		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$199,886	\$0	\$0	\$213,735	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2021 Actual Expenditures			FY 2022 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2022 President's/Chancellor's Compensation Survey

Name: Feleccia Moore-Davis, Campus President Meramec  
Institution: St. Louis Community College  
Phone: 314-539-5208  
Contact Person: Rose Ervin, Payroll Supervisor

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$158,620			\$170,715		
Medical/dental/vision insurance for self	\$9,367			\$9,367		
Medical/dental/vision insurance for spouse/family	\$6,032			\$6,032		
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,358			\$26,112		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$198,376	\$0	\$0	\$212,226	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2021 Actual Expenditures			FY 2022 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2022 President's/Chancellor's Compensation Survey

Name: Stephen White, Current Campus President Wildwood  
Institution: St. Louis Community College  
Phone: 314-539-5208  
Contact Person: Rose Ervin, Payroll Supervisor

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$161,615			\$173,938		
Medical/dental/vision insurance for self	\$9,369			\$9,369		
Medical/dental/vision insurance for spouse/family	\$426			\$426		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$18,148			\$26,580		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$189,800	\$0	\$0	\$210,555	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2021 Actual Expenditures			FY 2022 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2022 President's/Chancellor's Compensation Survey

Name: Carol Lupardus, Past Campus President Wildwood Employee retired 6/30/2022  
Institution: St. Louis Community College  
Phone: 314-539-5208  
Contact Person: Rose Ervin, Payroll Supervisor

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$161,615			\$173,938		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,668			\$0		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$186,283	\$0	\$0	\$173,938	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2021 Actual Expenditures			FY 2022 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Joanna Anderson (FY22) / Dr. Brent Bates (FY23)  
Institution: State Fair Community College  
Phone: 660.596.7301  
Contact Person: Keith Acuff

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$189,582			\$182,000		
Medical/dental/vision insurance for self	\$8,970			\$9,270		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$28,790			\$27,734		
Other (please specify) Life Insurance	\$140			\$177		
Total	\$227,482	\$0	\$0	\$219,181	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$4,800			\$6,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$4,800	\$0	\$0	\$6,000	\$0	\$0

## 2023 President/Chancellor Compensation Survey

Name: Dr. Wesley Payne  
Institution: Three Rivers College  
Phone: 573-840-9105  
Contact Person: Anita Freeman

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$225,848			\$227,647		
Medical/dental/vision insurance for self	\$7,901			\$8,143		
Medical/dental/vision insurance for spouse/family	\$0					
Long-term disability for self	\$0					
Deferred compensation	\$0					
Retirement benefit	\$33,894			\$34,190		
Other (please specify)						
Total	\$267,642	\$0	\$0	\$269,980	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$4,220			\$13,947
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$1,276			\$1,020		
TOTAL	\$1,276	\$0	\$4,220	\$1,020	\$0	\$13,947

# State Technical College

## 2023 President/Chancellor Compensation Survey

Name: Dr. Shawn Strong  
Institution: State Technical College of Missouri  
Phone: 573-897-5147  
Contact Person: Jenny Jacobs

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$213,696			\$235,066		
Medical/dental/vision insurance for self	\$8,856			\$8,876		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$951			\$1,046		
Deferred compensation						
Retirement benefit	\$50,240			\$61,893		
Other (please specify)						
<b>Total</b>	<b>\$273,743</b>	<b>\$0</b>	<b>\$0</b>	<b>\$306,881</b>	<b>\$0</b>	<b>\$0</b>
Additional life insurance	Value					
Annuity	Value					

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2022 Actual Expenditures			FY 2023 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$15,000			\$17,500
Utilities	\$4,630			\$5,092		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$11,750			\$11,750
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$6,896			\$6,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
<b>TOTAL</b>	<b>\$11,526</b>	<b>\$0</b>	<b>\$26,750</b>	<b>\$11,092</b>	<b>\$0</b>	<b>\$29,250</b>